

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

February 2000 # 182

Teamster Reform Victories Spread in Local Elections

JOIN TDU



What do you do when your local officials settle short on your contract, won't let you see your local's bylaws, vote themselves extra pensions without your approval, and shout you down at union meetings when you try to say something about it?

This group of Local 938 members in Ontario, Canada, decided to take a stand. They had a meeting with 80 of their fellow 938 members. 65 of them joined TDU and organized the Ontario Chapter of TDU. You can find out more about their story on page 8. You can join TDU yourself by filling out the coupon below.

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$35 one-year membership & subscription to *Convoy Dispatch*.

____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

____ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

____ \$20 for retirees. Retired from Local _____

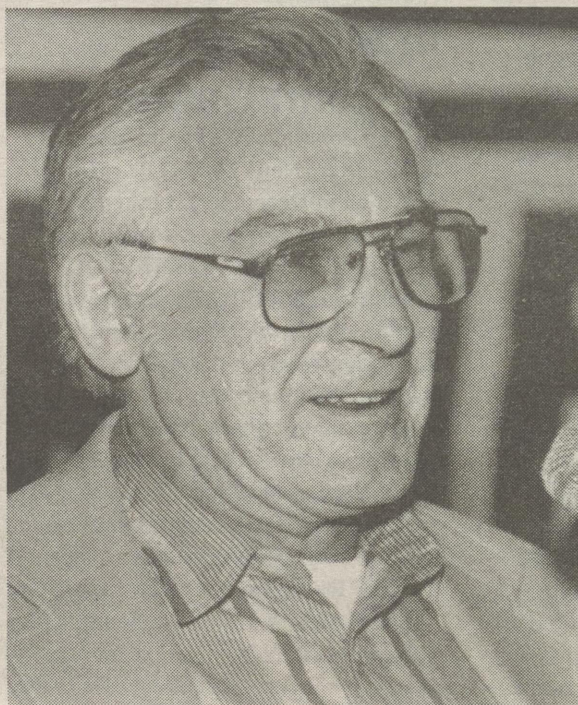
Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.



TDU leader Alex Adams (pictured at left) is the new president of Cleveland Local 407, a big local of freight, UPS and general Teamsters. Alex and a determined group of Teamsters worked hard to get the old guard voted out, and now are working to build a model local.

Reform Teamsters won elected positions in a number of local unions in the past two months — Teamster members are ready to choose new directions and rank and file power.

Later this year Teamster reformers will be running in more local unions than ever before. Many are already making plans.

Reform Teamsters are also making plans for elections of delegates to the 2001 Teamster Convention.

For a report on how reform is spreading in our union, see pages 6-7.

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Letters From Our Members

Local 728 Officials Do 180° Turn

Back around 1987 I visited a TDU meeting in Atlanta. That's when I met Don Scott, Doug and Joyce Mims, and others who were willing to take on the Mathises and to reform Local 728.

We fought long and hard to get a mail ballot election. As a result we were the first reform local in the country.

We hired Ken Redding as an assistant BA for UPS. While doing a good job in some areas, rumors were coming in that Ken was too soft on UPS.

After reading the great article by Dan Campbell ("Grievance Reform Means Contract Enforcement," *CD* #181), it turns out this was true. This explains why UPS employees get such bad results from the grievance panels that Redding is on.

Waymond Stroud and Ken Redding have turned 180 degrees from what they promised the members of Local 728 who voted for reform in the last four elections. Our members will show these two that what goes around comes around in the next election.

Ron Mullis

Local 728, UPS (retired)
Atlanta

WTO Protests

Participating with labor people and so many other groups of people in the Seattle protests against the World Trade Organization (WTO) was a fantastic experience.

We expressed our complete opposition to the WTO, which is controlled by multinational corporations. At the big labor rally, whenever a speaker called for getting labor protections into the agreements, the response from the crowd was lukewarm. But whenever a speaker called for getting out of the WTO altogether, the crowd went wild with enthusiasm.

It was a great outpouring of public opinion.

For the most part it was a very peaceful

event. Then the police started using tear gas and all hell broke loose. Seeing the police used in that way is something I'd only experienced on t.v. or in movies with scenes from other countries.

Our message against the WTO was heard. I have never felt so good to be part of the labor movement.

Earl Elias

Local 223

Portland, Ore.

In Memory of John Carter

I am donating \$200 in the name of John Carter (New York TDU member who died in December). I asked Mrs. Carter if John had any favorite charity I could give to, and she named TDU.

John was a real fighter and never would slow down. He once said, "Mike, I'm giving *Convoys* out and leafletting at 2 a.m., and the bosses see me again at 4 p.m. at another barn. They want to know how I do it. I just tell them 'you won't catch us sleeping.'"

John was a great inspiration to me and will be greatly missed by many.

Mike Ruscigno

Local 802

New York, N.Y.

No Support for John Morris

I was somewhat baffled by your Dec. 1999/Jan. 2000 article concerning the trusteeship of Philadelphia Local 115 and the removal of principal officer Johnny Morris.

While I agree with you that there are plenty of local tyrants on Hoffa's side of the political fence who should be ousted from power, this should not lead us to give any back-handed support to people like Morris, and certainly not to

lump him in with true heroes like Maria Martinez.

You describe Morris as a "fierce opponent" of Hoffa Jr. This might be true in the same way that the O'Bannons were "fierce opponents" of Al Capone. Morris made over \$300,000 a year from his multiple salaries and was a supporter of old guard candidate Walter Shea in 1991. Morris is cut from the same cloth that many of Hoffa's local officers are. The revelation of Morris spending over \$700,000 on shotguns, pistols, pepper gas and uniforms should send shivers up our spines that such a nut was running a local.

The question is, why didn't Ron Carey trustee the local? Morris is an embarrassment for those in the reform wing of the union who argued that the only "realistic" approach to winning elections was to make alliances with people like him.

Now that Morris is gone (and good riddance!) the real issue is fighting for the right of the Local 115 membership to have the earliest possible elections to elect a leadership that will fight for the interests of all the members.

Joe Allen

Local 705, UPS

Chicago

Editor's note: It is important for Teamsters to realize that Hoffa has targeted a high-profile opponent in this case. There are many locals with corrupt or dictatorial leaders that Hoffa will not trustee because the officers are his supporters. Also, a federal judge, after a hearing, found that Hoffa lacked the legal basis for an "emergency" trusteeship to be imposed without a hearing.

Should Casuals Make Lower Rate?

Your article "Allied Casuals Spread North" in *CD* #181 is full of inconsistencies. Allied in Selkirk, N.Y., is using casuals to drive cars to certain local dealers. These casuals are Teamsters, Teamster wives and relatives. They are not taking units from chutes. That job is CSX and has been for my 15 years.

I do not feel that a person with a regular license driving a car should be making what I get paid to perform as an auto transport specialist. If that is the case, why do I have a professional license? These wages have been in place for years as a percentage of our pay.

My wife is one of the Teamsters doing this job. So the pay increase would be fine for my family, but way out of line for the job.

Mark Mahar

Local 294, Allied

Selkirk, N.Y.

Correction: The article "UAW Contract Outpaces Hoffa Pact" in *CD* #181 contained an incorrect figure concerning the carhaul agreement signing bonus. The signing bonus was \$1,500.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1999 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Gillian Furst, Minneapolis Local 1145
Ashley McNeely, Minneapolis Local 2000
Joyce Mims, Atlanta Local 728 spouse

Members:

Alex Adams, Cleveland Local 407
Homer Lambert, Chicago Local 743
Matt Latzo, Baltimore Local 355
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:

Raul Rodriguez, Jr., Los Angeles Local 630
Rob Hermann, Baldwinsville, N.Y., Local 1149
Erik Jensen, Minneapolis Local 320

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Fighting Against Subcontracting, for Teamster Jobs

Membership Campaign Gets Results

The UPS Network to Defend Our Contract is starting to get results. This rank and file campaign to stop the subcontracting of feeder jobs and demand enforcement of our contract has caused a 180-degree change in what's being said by James Hoffa on the issue.

The campaign, launched by 100 stewards and activists, has gathered over 5,000 petition signatures of UPS Teamsters in the past two months, with more coming in. Local union officers have spoken out, and letters and calls have poured into the Team-

ster Marble Palace demanding action.

The network has set Feb. 15 as the deadline for the petitions. A delegation of UPS Teamsters will contact parcel director Dick Heck to ask for a meeting to present the petitions and discuss the issue.

Hoffa Says Subcontracting Is Over

At the January national UPS grievance panel in Florida, Hoffa announced that all subcontracting of feeder jobs is over. Hoffa's parcel division di-

rector, Dick Heck, said there will be no nonunion brokers unless a lot of feeder drivers call in sick.

Many UPS Teamsters and local officers remain suspicious that the company will again give our work away as volume picks up. It was just three months ago that the International Union issued a UPS bulletin claiming that this whole fiasco was some kind of golden goose, that new jobs were being created and that management had no choice but to contract out our jobs. Many members commented that the "union" publication looked like it was issued by top management.

Future Actions

Hoffa's change in his public relations line is a welcome development. But the question remains, will the International Union take quick action if subcontracting returns? UPS management learned in 1999 they could give away union jobs with a soft union leadership.

That's why the UPS Network is developing a "subcontracting watch." You can contact the network at UPSdefender-net@hotmail.com (or contact TDU) for a subcontracting watch information packet. The packet will include forms for recording information to strengthen anti-subcontracting grievances, sample grievances and the latest UPS Network update.

If subcontracting resumes in your

area, please notify the network by e-mail or call TDU. Also, grievances should immediately be filed. UPS Teamsters will be filing three types of grievances. First, if all your feeder drivers are not working all the hours they want, demand they be paid for all hours available. Second, if all feeder qualified package drivers have not been offered to go to feeder, ask that they be paid for their work at the feeder pay rate. Third, if not enough qualified drivers exist, grieve, demanding that a feeder school be set up immediately to allow all interested package drivers, inside workers, and part timers to move into feeder jobs.

Some grievances have been deadlocked at the national level and are headed for arbitration. We will keep you updated.

St. Louis Teamsters Set Pace

Teamsters in St. Louis Local 688 have set up a local network that can serve as a model. They gathered 1,200 petition signatures and asked their BA to deliver them to Dick Heck, which he did. They sent a letter to the International signed by all the stewards. When they petitioned, they asked all part timers interested in moving to feeders to indicate that, and thus built a list of names of Teamsters ready to go to feeder school. They use forms to log UPS subcontracting, with all the pertinent information needed to win grievances. Over the past several years they have won over \$30,000 on these violations. If you would like information on how they do it, contact TDU.

15 Months Back Pay

NLRB Orders Union Activist Back to Work

Paul Stimpson is going to come out a winner. An NLRB judge has ordered UPS management at the Madison Heights, Mich., hub to give him back his job and 15 months' pay, interest, and benefits. Management is appealing the decision to the full NLRB but that is expected to only delay the inevitable and increase the back-pay liability.

Stimpson is an active member of Detroit Local 243 who had filed grievances that management didn't like, so they invented a reason to fire him. Even worse, Teamster officials on the Michigan grievance panel went along with the company and upheld his firing.

Fortunately Stimpson was in touch

with TDU and was able to obtain representation from attorney Ellis Boal.

The company claimed to have fired him for making a vulgar comment about another worker, who reported him to management. But the NLRB judge ruled that evidence showed that profanity was common in the workplace, and that management was actually upset over the grievances Stimpson filed.

Union stewards who testified for Paul were found to be credible by the judge, while the supervisor who testified was not.

Congratulations to brother Stimpson and those Teamster activists who stood up for him.

UPS & Downs

Full-Time Jobs Decision by Late February.

The arbitrator for the full-time jobs case has requested another extension. His decision is due by Feb. 29. On the line are the 4,000 full-time jobs UPS owes us.

UPS Contract Reopened?

UPS management wants to undercut our contract and convert feeder runs to mileage pay, starting with the longer ones to make their plan attractive to some drivers. Now it appears that Local 710 may help them do that. Chicago-based Local 710 has called a meeting for Jan. 30, and reports indicate that the subject will be conversion of feeder runs out of the CACH facility to mileage, perhaps starting with "new work" in a move designed to drive out hourly work over time.

Local 710, the home of Hoffa vice president Pat Flynn, covers feeder drivers in Chicago and all UPS Teamsters in outstate Illinois and much of Indiana as well. Local 710 has a UPS contract separate from the national master agreement.

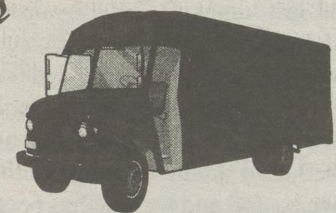
Stuck in Feeders, Against the Contract.

Package drivers who consider going into feeder usually sign bid sheets so that when a job comes open they can bid for it. Of course, driving a set of doubles at night is a lot different from a package route, so under our contract we have a trial period so you can decide if the job is right for you.

In Indianapolis management has decided to ignore the clear language in Article 3, section 14, of the Central Supplement, that indicates a driver may disqualify himself for any reason during feeder school, but then cannot try again for 18 months. Local 135 claims that this language had been in the local rider, but had since been deleted. Stewards say that the rider hasn't been opened for ten years, and not letting drivers quit feeder school is a new policy. Members intend to file grievances and set this right.

UPS Package Car Driver's

Log Book



Keep record of important data about your workday, such as times in and out, number of stops, over 70s, CODs, and more.

Prices:

1 - 4 copies. \$2.50 each.

5 or more copies. \$2.00 each.

Please send me _____ copies.

☐ check or M.O. enclosed.

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Name _____ Local _____

Address _____

City _____ State/ZIP _____

Return to:

TDU, P.O. Box 10128, Detroit, Mich. 48210-0128

Phone: 313-842-2600 Fax: 313-842-0227

Fishking Workers Find Strength in Unity

When management at Fishking Processors, a seafood packing company employing more than 300 mostly Spanish-speaking and female Teamsters in Los Angeles, unilaterally imposed a harsh new absenteeism policy, Local 630 officers were willing to swallow it without a fight. But the Fishking workers were not.

They mobilized. They organized. They contacted the Southern California Chapter of TDU for help. They packed a union meeting with every day-shift worker (more than 150) and brought along a petition signed by every night-shift employee. They demanded action from their local union.

Local 630 was reluctant to act but had no choice when faced with members who were simply not going to go away until their concerns were addressed. The pressure from the members compelled the union to file a grievance and bring the company to the table to negotiate over the absenteeism policy.

As a result, the seven-point no-fault absentee system was increased to ten points with an opportunity to remove a point after two months perfect attendance and to clear

your record after six months perfect attendance. Not exactly the policy of everyone's dreams, but a clear improvement.

In the process of struggling to change the attendance policy, Fishking workers demanded that the local allow them to elect their stewards. Previously members had never been allowed to elect their stewards, but the local officers changed the policy after members packed a series of union meetings. Fishking Teamsters now have four elected shop stewards.

In addition, with the help of the local TDU Chapter, Fishking workers are starting to educate themselves about the provisions of the Family and Medical Leave Act (FMLA), a law that the company routinely violated in its determination to discipline workers for any absence.

In order to increase their collective knowledge of their legal rights the rank and file took up a collection to send one of their leaders, Milton Esquivel, to the TDU convention in November.

Having made these modest gains through their own efforts, the Fishking

workers are continuing the struggle. They have their eye on negotiations for their new contract that begin next year. One of the major issues they intend to confront is mandatory overtime on Saturdays.

Local 414 Wins Improved Pact

Battle Continues Over SuperValu Push for Two-Tier Kmart Agreements

Even Hoffa Vice Presidents are going against the sellout trend established by Warehouse Director Ken Hilbish at SuperValu.

SuperValu, with help from Hilbish, has continued to push to get all locals to agree to a substandard agreement. The drive has met opposition in a number of locals, including Ft. Wayne, Ind., Local 414, which is headed by Hoffa VP Walt Lytle.

Local 414 reached an agreement with SuperValu that is significantly different from those accepted months ago by locals 120 and 528. Under the 414 agreement, SuperValu will include Kmart work under regular dispatch. The company has three months to hire sufficient drivers to handle this work. Work can be given to a third party, but only during the three-month transition period.

This is an improvement over contracts negotiated by Hilbish and IBT Secretary-Treasurer Tom Keegel. They gave SuperValu a lower mileage rate for Kmart work. They also signed off on generous phase-in clauses. The lower rates create a

"We have learned that we can only achieve fairness with the company if we are organized and determined," said TDU member Milton Esquivel. "We intend to stick together and continue to organize for justice."

two-tier wage system. The phase-in lets SuperValu move most of the Kmart work with nonunion drivers.

While the Local 414 contract is better, including a three-month sunset on subcontracting, it does have problems. The local agreed to lower the new-hire progression rate. Formerly, new drivers started at 80 percent. Now they will start at 70 percent of the top rate, making full rate after three years.

And if the Kmart subcontracting is a contract violation, the issue can be fought through the grievance procedure. Hartford, Conn., Local 559, for example, is taking the issue to arbitration. In the meantime, they threatened to strike over nonpayment of benefit contributions. This resulted in SuperValu agreeing to pay benefit contributions into an escrow account for all leased drivers.

Hilbish and the Warehouse Division opened the door to outrageous concessions at SuperValu. Fortunately, locals and members are fighting hard to shut this door and enforce the contract.

Proposal Offers Possible Relief for On-the-Job Injuries

For Teamster members in parcel and warehouse, on-the-job injuries due to overexertion and repetitive stress syndrome are a common occurrence. High speeds, overweight packages and cases, long hours and the demand for higher productivity combine to cause severe wear and tear of the body, in some cases leading to debilitating injuries. Trucking and courier services are two of the top three industries for overexertion related injuries.

However, sweeping new regulations regarding workplace safety may be in the works. On Nov. 22, the Clinton administration proposed new workplace regulations that will protect an estimated one million U.S. workers from repetitive stress syndrome related injuries. Each year 1.8 million employees are injured due to overexertion and awkward or repetitive motions on the job (known as musculoskeletal disorders or MSDs).

The new rules are based on ergonomic standards, which is the science of fitting the job to the needs and capacities of the worker, helping to prevent common on-the-job injuries such as back strain and carpal tunnel syndrome.

The proposed coverage would be extensive. All employers engaged in manufacturing and manual handling would have to meet the new regulations. This would mean that Teamsters who work in everything from parcel delivery to meat packing to stocking groceries would be covered.

Despite attempts by the House of Representatives to block new ergonomics standards, the proposal has already been put in the Federal Register and will be subject to public hearings in Washington, D.C., Portland, Ore. and Chicago starting in February.

To view the proposal in full on the internet, go to www.osha.gov.

Frito-Lay News

From Up and Down the Street

In Grab for Members, Volpe Tries to Derail Unity in N.Y.

Frito members in Queens and Long Island want to merge into another local that also has Frito-Lay. They sent a petition to the IBT last summer. They organized a delegation to meet with Richard Volpe. They sent more letters. What they've asked for — and been promised — is a vote on whether to merge or not. Months have passed and no vote has been set.



Worse yet, Volpe has now made it clear that he also wants his local to appear as a choice on the ballot. Volpe's local has no contracts with Frito-Lay. This desperate grab for members (his local is tiny, with about 800 members) could jeopardize the effort to unite Frito forces in New York. Once again, the Hoffa forces have put personal gain over power for members. Members need to send a clear message to Hoffa and Volpe that unity will not be derailed.

Life After Decertification.

A little over a year ago Frito-Lay workers in Hawaii suffered a setback when they lost a decertification election. Not surprisingly, conditions have gotten worse ever since. Members report a drop in morale. Frito has hit them with reengineering (without any contract protections or limits). Weekly pay has dropped by \$150 or more in some cases. So much for Frito promises that life will be better if you decertify.

Where's The Power?

The big Hoffa promise was that he would restore the power — that employers would face tough bargaining and members would win better contracts. How's that played out at Frito? So far, not good. In one recent contract round, Hoffa sent Bakery Division head Richard Volpe into negotiations. Volpe talked tough in a session, and then invited Frito management to the Marble Palace to meet "Jim"! Except Jim wasn't there. And Volpe left, leaving the bargaining committee to pick up the pieces.

325 Teamsters in Chicago and Detroit Affected

Central Cartage Kills Last Two Union Terminals

Millionaire Matty Moroun, one of the biggest union busters in the trucking industry and owner of the Ambassador Bridge that links Detroit to Windsor, Canada, has finished off his last two union terminals. In Romulus, Mich. (near Detroit) 225 Teamsters are affected, and another 100 in Chicago.

It is expected that both of these terminals will reopen as Central Cartage Midwest, a nonunion operation that Moroun owns. He has already made this union-busting move at about 12 other terminals in the Midwest in recent months.

Most Teamsters have been given severance pay of \$10,000 plus \$500 per year of service. Some got a larger amount. However, this has not been the case in Detroit

and Chicago.

Union Says 'OK' to Union Busting

Incredibly enough, the Hoffa administration has done absolutely nothing to try to stop Moroun's double-breasted union busting, but rather given its blessings.

Chicago Local 710, home of International VP Pat Flynn, has done nothing to try to stop it, but a BA did walk the dock to inform workers that Moroun was doing nothing illegal!

Workers Take Legal Action

Local 710 members were not happy with that "representation" so they have retained an attorney to investigate legal action. Detroit Local 299 has filed unfair

labor practice charges against the company and sought an injunction in federal court to stop the closing of the Romulus terminal. The judge ruled the terminal could close but froze all assets. Meanwhile the company filed for bankruptcy.

On Dec. 31 Teamsters protested at the

corporate headquarters of Central in Warren, Mich., bitter over Moroun's union busting and puzzled about why our International president, who promised to "restore the power," has done exactly nothing while a freight company busts our union in his home town.

Win Jobs Back After Long Fight

Drivers Fired for Honoring Overnight Picket Line

Two Industrial Transport drivers, members of Rockford, Ill., Local 325, were fired in November for honoring an Overnight picket line.

Industrial Transport contracts with Chrysler. The drivers refused to work inside an Overnight picket line that was set up at the Chrysler plant. Local 325 was ready to play hard ball to get the members back their jobs.

At a special meeting set up by an IBT

freight representative, Local 325 principal officer Cliff Chentnik spent over four hours nose-to-nose with the employer, threatened an unfair labor practice charge against Chrysler, and got the two drivers reinstated. Chrysler, however is refusing to let them back onto their property to do their jobs. The local is still working to get them back.

Good luck to the drivers, Local 325 and the Overnight workers..

The Grocery Bag

Kroger Net Income Down.

Due in large part to ongoing problems with the Fred Meyer merger, Kroger's income dropped in the third quarter of 1999. The company also experienced a tumble in stock prices. Net income was \$129 million, down from \$144 million a year earlier. According to the *Wall Street Journal*, Kroger claimed \$93 million in merger-related charges for the quarter, up from \$34 million for the same quarter 1998.

Stock prices sank 25 percent when two Fred Meyer top officers jumped ship and took jobs at Rite Aid. Ongoing merger problems also contributed to the downward spiral.

SuperValu Has Record Earnings.

SuperValu's third quarter net earnings rose nearly 30 percent to \$58.7 million. Revenue and stock prices also rose dramatically. A smooth merger with Richfoods is partly responsible. Another factor: the IBT Warehouse Division letting them subcontract new Kmart work and then allowing lower mileage rates on the work.

Deal May Signal New Stance by FTC Over Grocery Mergers.

In December Ahold stepped out of a purchase agreement with Pathmark, claiming the FTC (Federal Trade Commission) was making the agreement difficult. While the FTC took no vote, consumers and the National Grocers Association opposed the agreement. The deal would have further consolidated Ahold's grip on the Northeast market (Pathmark is based in Metro New York City). Industry publications speculate that the FTC may be taking a more aggressive stance toward grocery industry mergers.

Freight Lines

Yellow Freight in Barstow, Calif., to Close.

The Yellow Freight breakbulk in Barstow, Calif., will be closing, upper management announced in December. "We hope to be on the new property by March 2001." It is believed the new property is on Santa Fe Railroad's intermodal yard, which would benefit both companies. The gain or loss of Teamster jobs at this point remains unclear.

The relocation will place Yellow's breakbulk facility closer to metropolitan areas with potential growth for the future. How it will affect existing Yellow city terminals like Fontana, Sun Valley, Santa Fe Springs and Pico remains a mystery.

—Ralph Ekelman, Yellow Freight, Local 63

Roadway and Hoffa, Together Again.

Driving into the 21st Century, a trade publication of Roadway Express, has a surprise guest author in its most recent issue. On page 2, Teamsters General President James P. Hoffa is given a whole page to address Roadway's Teamster employees, in a company publication yet. Don't remember Ron Carey ever being offered Roadway ink to publish his views. Seems things are getting cozier between Roadway and our union.

Overnite Sues Teamsters.

When things get a little bit tough on the streets, struggling corporations often go to the courts to harass their opponents. So be it with Overnite Transportation. Faced with reported losses in the fourth quarter of over \$13 million as opposed to profits of \$16 million for the same period last year, Overnite is suing the Teamsters.

In a 225-page lawsuit Overnite accuses the Teamsters of a pattern of racketeering and extortion that includes 57 predicate acts of attempted murder and 131 predicate acts of extortion. The suit seeks in excess of \$5.2 million for security expenses, property damage, etc. Seeking the triple damages authorized by the Racketeering and Corrupt Organization Act (RICO), Overnite is asking for over \$15 million in damages.

Teamster attorneys are currently exploring the possibility of a counter-claim in which Overnite and its managers would be held accountable for filing a frivolous lawsuit against the union.

Hours of Service Rules.

The DOT is expected to issue its revised Hours of Service proposal sometime during the first half of 2000. Once the proposal is published in the Federal Register a round of public comment will begin. The speculation is that the DOT will propose a 14-10 schedule: 14 hours on duty (with no distinction between driving and other work) and 10 hours off, based on a 24-hour clock, with two hours of break time for each on-duty shift.

Roadway Management Goes Mental.

A Roadway road driver in Indianapolis has been off work for two months because management decided he has mental problems. They did not give him a letter of discipline, but simply put him out of service without charging him with anything. No grievance hearing, no innocent till proven guilty. They forced him to see a company-picked psychologist (not a doctor). A private psychiatrist has cleared him to work. Now the company is pressing for a third opinion.

If left to stand this could establish a dangerous new precedent. Instead of disciplining you, they could declare you a nut case and put you out of service without so much as a grievance hearing. Let's hope the grievance panel hits management hard on this one. Grievances and an NLRB charge have been filed and the steward is vigorously pursuing them.

Reform Movement Makes Gains in Local Elections

Members Elect Reform Leaders in Local 396

Workers Give Old Guard the Boot in Los Angeles

The 396 Members for a Stronger Union slate swept all seven offices in Los Angeles Local 396 this fall. The reform ticket included stewards and active members from UPS and sanitation, the two major units in the 10,000-member local.

Members elected Dan Bruno, an active Teamster for many years, to be the new Secretary-Treasurer of the local. Several TDU members were elected as part of the slate.

Incumbents File Bogus Protests

The defeated old guard officials, who ran every aspect of the election, immediately filed bogus election protests.

"Our old officials couldn't win in a fair election, so they are turning to President Hoffa to overturn our reform victory," said Jose Morales, a driver at Waste Management in Sun Valley. "They want Hoffa to force the members of Local 396 to 'vote until we get it right.'"

Joint Council 42 moved immediately to overturn the election and order a rerun "as soon as possible." The 396 Members for a Stronger Union are gearing up for the rerun election.

Hoffa tried this trick in Local 1150 in Connecticut last year but it didn't work. The members responded by overwhelmingly voting for the reform slate in the second election.

Reformers have run for office in three

previous Local 396 elections. But they always came up short because the UPS members never were able to establish links with the sanitation workers, many of whom are Latino.

In the past two years, groups of Spanish-speaking sanitation workers organized campaigns to win better contracts and a number of them joined TDU.

The success of these contract campaigns, along with the refusal of the old guard administration to do anything for the workers, led to a new reform alliance between UPS and sanitation workers. It is this alliance that triumphed in the 1999 election.

"The members were tired of officials who abused their power and gave us no respect or representation," said Bill Marmolejo, a package car driver at UPS's Vernon Center. "The 396 Members for a Stronger Union showed that we could all unite for the same goal."

Bilingual Newsletter

Left with an enormous backlog of unsettled grievances and open contracts, the newly elected reform leadership has hit the ground running. Three days after taking office, they issued their first newsletter in English and Spanish.

They have instituted a new policy where members are encouraged to elect their shop stewards. Upon receiving a re-



LOCAL 396 MEMBERS FOR A STRONGER UNION SLATE. Back row, left to right, Scott Schreiner, Jeff Witherill, Fausto Prieto, Ernesto Perez; front row, Danny Bruno, Javier Bonales, Eddie Sanchez.

quest signed by five or more members in a work area, they will arrange for an election there.

They are also establishing a new Local 396 e-mail communication system to allow members to file grievances and complaints online.

Meanwhile, Local 396 took a financial hit when six outgoing officers and employees demanded and took \$605,753 in severance pay when they left office. Former Secretary-Treasurer Raul Lopez took \$169,262 himself.

These payments were vested benefits under a special Severance Trust. The contributions to the trust came from union dues paid by Local 396 members.

Unfortunately, the new Executive Board was legally required to pay when Lopez and company demanded the money. The new officers will not participate in this plan.

"Our old officers used Local 396 for their personal benefit. Now we have leaders who will fight for the members," said Rafael Cardenas of BFI, Sun Valley.

Stockton Local 439

Reform Victory in Northern California

"If I had to list one top priority for our new leadership it would be to help our members educate themselves about their rights on the job and in the union."

Howard Rempfer

Local 439 Secretary-Treasurer

Victory didn't come fast and it didn't come easy in this 4,500-member local. It came because rank and file Teamsters worked together, learned their rights through TDU, and didn't give up.

In 1996 reformers won the delegate election to represent Local 439 at the IBT convention, and TDUer Sam Rosas was

later elected vice president, as most of their slate lost to the incumbents.

This fall reformers put together a stronger slate and won five of seven positions, including the principal office, won by Howard Rempfer.

After losing, the old guard BAs organized a bogus "union" in a desperate attempt to keep their jobs. But they were let go and replaced by rank and file leaders eager to take on the employers and build the union.

"Our policy is that each business agent starts the day at one or more job sites before they come to the office, talking with members and hearing their concerns," Rempfer explained. "And we never just go to the boss's office, we talk with our members."

The new officers are rank and file activists who played leadership roles in the 1997 UPS strike and in the fight back against management at Summit Logistics, a 1,500-Teamster grocery warehouse. They also made a practice of attending union meetings and demanding that the union officers conduct themselves in a democratic manner and be accountable to the membership.

"Our policy is that each business agent starts the day at one or more job sites before they come to the office, talking with members and hearing their concerns. And we never just go to the boss's office, we talk with our members."

Entrenched Incumbents Finish Third

Rank & File Come Close in Louisville

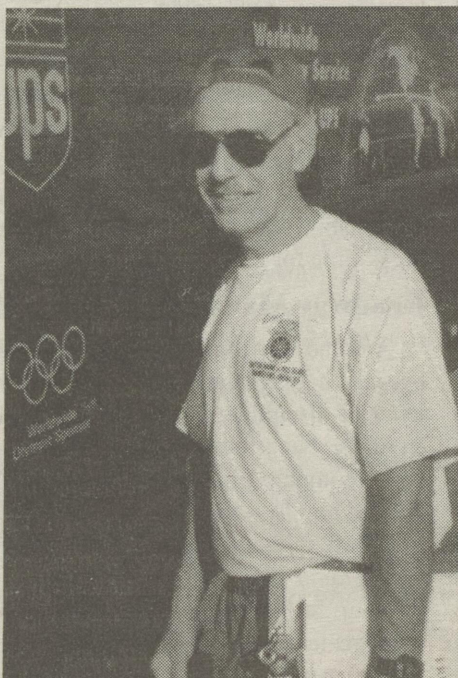
The United Rank & File Slate headed by TDU member Fred Stephens almost pulled off a tremendous upset in 16,000-member Louisville Local 89.

The incumbent slate headed by Robert Winstead was soundly defeated, finishing behind both the United Rank & File and the winning team headed by carhaul BA Fred Zuckerman.

Winstead stacked the deck in an attempt to rig the election. First, he refused to hold a mail ballot, but instead conducted a walk-in vote in the huge local. The other two slates rented some 20 vans to bus in voters. The Winstead slate provided free lunches and beer to members who rode their buses; some were on company time! The election was conducted on the busiest days of the year for UPS workers, the biggest Local 89 employer and strongest supporters of the United Rank & File.

Supporters of the United Rank & File slate intend to work with the new officers and continue to push for reform and

membership power. They also look forward to the IBT convention delegate election a year from now.



Fred Stephens, Local 89.

Reformers Win in Cleveland Local 407

"We're not going to mislead the members, claiming we can solve all their problems. We're going to tell the members that it's their local union, and its strength will grow as members get involved."

Alex Adams

New President of Cleveland Local 407

TDU leader Alex Adams and the Green Team won office in Cleveland Local 407 in December in a tremendous victory for Teamster reform in this large trucking local.

The Green Team won five positions on the executive board and all five elected BA

Washington State

Reform and New Leadership

Tacoma, Wash., Local 313's members voted for reform and sweeping leadership changes on Dec. 13. The Rank and File Reform Slate, led by Dan Carroll, won all seven spots in this 4,000-member trucking and general local.

Carroll has been an active Teamster reformer and TDU member for many years with a record of standing up for principles. The campaign began with building a platform, even before the slate was chosen. Members — including TDUs from other locals — contributed their time, talents and donations. With bottom-up accountability as their foundation, the mem-

spots in a three-way race. The incumbent president's slate, the Gold Team, finished third. A third slate, the Red Team, attempted to appear as the reform alternative, but could not beat the real thing.

The Green Team kicked off their campaign last summer with a picnic that attracted over 450 Local 407 members and their families, and went full speed ahead from there. Most members of the slate took vacation time to campaign, and an RV was kept in campaign mode at the shop gates around the clock for weeks, as the reformers took the issues

to the rank and file.

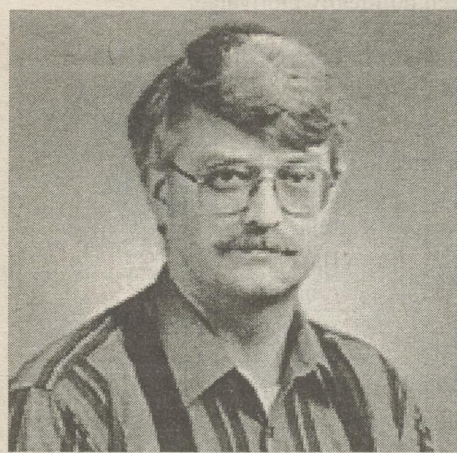
Plans are being made to use new methods to build a union based on the rank and file. Members will be involved in contract negotiations, including the upcoming soft drink and construction contracts. New communications and openness with the members will be the order of the day. Training and education will be provided for stewards and members.

"We are confident that we will rebuild the strength of Local 313," Carroll says. "The new reform officers plan to tap the strength of the rank and file membership in contract campaigns and organizing."

With this victory come major challenges. The new officers have discovered that the former officials overspent their income by over \$130,000 last year, and the local is now paying off loans. A financial plan is being developed to get the local back on its feet.

The local also represents workers at the Washington Department of Corrections, some 4,500 workers spread across the state. But this is an open shop and only a small percentage are paying dues, creating an additional challenge.

Congratulations to the new officers and the members of Local 313.



Dan Carroll, Local 313.

First Round Begins in Fall

Plan Now for IBT Delegate Elections

Starting this fall, Teamster locals will hold elections to choose delegates to the 2001 Teamster Convention in Las Vegas. Advance planning can make the difference between victory and defeat. So now is the time to start discussing plans in your local.

IBT Election Rules have not yet been issued. But if the schedule is similar to the last two elections, most delegate elections will be held in January-February-March of 2001, one year from now. However, local unions that hold their regular officers' election in the fall of 2000 may choose to combine them and hold the delegate elections at that time.

We need a solid block of reform

delegates on the floor of the 2001 Convention. This will be a chance to push for positive changes that empower the membership in the constitution, and to nominate reform candidates for the IBT election. We also have to be prepared to stop any negative proposals put forward by old guard forces.

Delegate elections are also an excellent way to build organization and gain support within your local.

TDU has developed materials on running for delegate. *Running for Local Union Office*, also available from TDU, is an excellent guide. We can also conduct workshops on running for delegate in your area.

to the rank and file.

Actually the campaign goes back much further. Al Adams and the Cleveland Chapter of TDU have worked long and hard to involve and inform the members of the 5,200-member local, which consists mostly of freight and UPS Teamsters but also has school bus drivers and others.

"Alex has been there on the front lines for the union and for reform, and members knew it," said Tom Norman, newly elected steward at Yellow Freight.

After winning in December, the new officers-elect wasted no time. They filled the transition period with meetings to plan for the new administration and with classes and workshops to train the new officers and agents in their new duties. Reform officers from several locals, including Oregon Local 206 Secretary-Treasurer Tom Leedham, came to town on their own time and money to help.

After only a couple of weeks in of-

After You Win — How to Avoid the Pitfalls and Keep Reform Growing

Winning an election is a major accomplishment. But it is just one step toward reforming local unions. After the victory comes the hard work.

There are many pressures on new officers. Sometimes, these pressures can temporarily or permanently stall reform.

Some pressures come from outside. The employers, for example, prefer the status quo. They use a mix of carrots and sticks to divide officers from members and to generally bring officers into line.

There are also pressures from within our union — old guard grievance panels, threats and pressure from the International, and other roadblocks.

Another danger is the "that's the way it's always been done" trap. Working harder and being honest is not enough — we need new solutions to old problems.

How can these (and other) roadblocks be overcome? Here are a few ideas, based on the experience of reform officers:

- **Develop a budget with member involvement built in.** For example, a reform local budget should include line items for education and for lost time,

and despite being buried by a huge backlog of unresolved grievances and arbitrations, the new reform administration has begun a new quarterly newsletter to keep the members informed. They are also starting a local website (www.local407.org) that is currently being fed updated information on the activities of the various local committees — Food Committee, Health and Safety Committee, Volunteer Organizing Committee, Women's Committee and the Members PAC. Work on the newsletter and the new website is being aided by rank and file volunteers.

The local is also busy with a round of steward elections where they are overdue and requested.

On Feb. 13 Local 407 is going to celebrate its 88th birthday with an open house. Refreshments will be served and all the local's committees will have information tables. Retirees are being asked to bring memorabilia to share 407's proud history with younger members.

in order to take active members off the job regularly to assist with projects and campaigns. A few BAs and officers cannot take on major corporations alone. Instead of just talking about involvement we need to put something behind it — namely resources.

- **Base your policies on rank and file power.** Involve members on bargaining committees and in uniting and mobilizing members when contracts come open and in supporting grievances. Prohibit socializing between BAs and management.
- **Increase communication.** Publish regular newsletters. Put member concerns and activity front and center. Do special mailings to stewards and active members.
- **Keep building TDU and the reform movement.** No local is an island. Progress in a local will be put at risk down the road if we fail to expand reform in our union. And without TDU, locally and nationally, locals can easily revert to old guard control.

For more information, contact TDU.

New Booklet from TDU

Running for Local Union Office: How to Use Election Campaigns to Build Member Involvement and Transform Our Union

Learn how to run a successful election campaign. Important material for anyone planning to run for union office or IBT convention delegate.

Send \$10 to TDU, Box 10128, Detroit, Mich. 48210.

Bitter Aftertaste:

Canadian Carhaul Contract Rammed Through

Rick Mazak and Brian Chapman
Local 938, Allied
St. Thomas, Ontario

After voting down our first tentative agreement by 94 percent last November, Canadian carhaulers felt we had sent a strong message of unity that our negotiating committee could bring back to the table. Instead, our officials came back a week later and pushed through a contract that was only slightly better than what we had rejected.

Members were kept in the dark throughout the entire negotiations process. When our business agents came back with the first proposed contract, they told us that it wasn't a bad deal, even though it would have increased our mandatory work week from 45 to 50 hours, eliminated our transfer rights, and provided only marginal wage and benefit increases, including a

first-year wage freeze with a \$1,000 signing bonus.

The first contract also ignored many of the demands we had put forward at proposal meetings, including having a full-time steward for the 300 drivers at the Lambeth terminal, developing a transfer procedure for members who worked at the closed Concord and Fort Erie terminals, and rehiring Lambeth terminal chief steward and Local 938 trustee Pete Brayman, a strong union man who has been unjustly fired by Allied Systems for almost a year. We rejected that deal and set a strike deadline of Dec. 1.

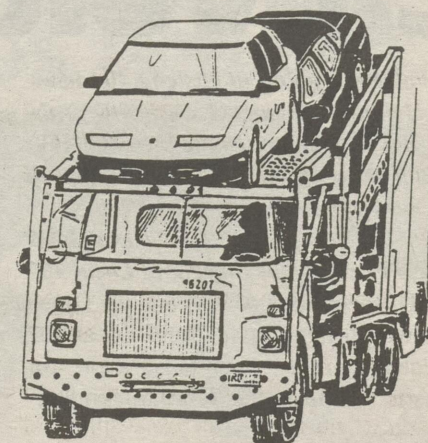
Members in the Dark

As we approached the strike deadline, members were again kept completely in the dark right up to the last minute. At

that point, with just hours to spare, negotiating committee members rushed back to their respective terminals to tell members that they had reached a deal that was supposed to be the best contract offer in the past 25 years.

However, nobody could get any details about the new offer. When we finally did, right before our ratification meeting, we found that little had changed. The 50-hour work week proposal was withdrawn, the wages were a little higher, and the signing bonus was gone. Additionally, the current chief steward at Lambeth terminal fought for and won some improved work rules. But our transfer rights were still eliminated, Lambeth had no full-time steward, the Concord and Fort Erie members were still out of a job, and Pete Brayman was still fired.

When it came time to vote, Lambeth terminal members still rejected the deal



overwhelmingly, along with members out of Oakville. Despite the strong no vote, the contract passed by 100 votes.

This latest contract vote has left Canadian carhaulers with a bitter aftertaste. Members were ready to strike; instead, we were sold short. That's why we've begun to get organized and join TDU.

Nonunion Carriers Take More Traffic

No Response Yet from IBT

More and more carhaul jobs are going nonunion. Swift, forceful action is needed to stem the tide, involving organizing and putting pressure on the auto makers. So far the International Union has done nothing.

Last month we reported that Chicago Local 710 carhaulers lost their jobs to nonunion Seher Distributions. Other work was lost in Colorado and Montana to the California-based nonunion outfit Sierra Mountain.

It's spreading fast. Chrysler is giving traffic in the West to nonunion carriers. Seattle, Spokane, Portland and San Francisco Bay Area union drivers are losing

work. Allied's GM traffic in Seattle and the Northwest is reportedly endangered.

Georgia members report that Sunbelt, Alpha Mega and other nonunion outfits are handling Ford traffic. Florida members confirm this loss of jobs and report that Fleetcar is being allowed to take Ford Explorers into Florida.

An action plan is needed now to fight for our jobs. If the International continues to do nothing, it will only get worse.

Buffalo Local 449 Allied drivers also report that their traffic is being railed to Selkirk. Management claims they don't have enough drivers. If so, why have union drivers been turned down for jobs?

New TDU Chapter in Ontario, Canada

Local 938 Members Say 'Enough Is Enough!'

Fed up with BAs who are too cozy with management, unresponsive local union officials, and substandard contracts, members of Local 938 in Ontario, Canada, have decided to take a stand.

On Jan. 23, more than 80 Local 938 members packed a banquet hall in London, Ontario, to air their concerns. The meeting had been organized by a group of TDU members in Local 938, who invited TDU organizer Don Stone to speak about how to begin organizing to change their local.

"We all knew that something was really wrong with our local," said Scott Noble, one of the organizers of the London event, "but this meeting was the first time we were all able to come together and really talk about some solutions."

Members at the meeting outlined a long list of problems that all pointed to the basic lack of democracy in Local 938. "The way it is now, we can't even get a copy of the Teamster constitution or the Local 938 bylaws," said Martin DeWilde, a member from Rodney, Ontario. "I've personally tried three times, and each time I get the same response — silence. Why are we being denied access to the laws that govern our own union?"

Many who came to the meeting were angry about their officials' high-handed maneuvering during the recent Canadian carhaul contract negotiations (see related story above).

Others were particularly concerned about Local 938's handling of the case of Pete Brayman, chief steward at the Allied Systems terminal at Lambeth and an elected trustee of Local 938. Brayman has

been unjustly fired from his job for almost a year, and many feel that his firing, just a few months before the beginning of carhaul contract negotiations, may have been politically motivated.

Members also raised the issue of their union officials' appetite for special perks. Most recently, Local 938 president Ray Bartolotti created an extra pension for himself and select other Local 938 officials, paid for with \$300,000 of members' dues money. Members protested at the local meeting and voted against the extra pension, but Bartolotti overruled them and went ahead with the plan. Local 938 business agent Ray Hill came in for criticism for his remarkable ability to find Teamster jobs for his relatives while laid off Local 938 members stay unemployed.

After discussing their problems, members began discussing what action to take. "We've all heard about the problems we have in our local," meeting co-chair Brian Chapman told the crowd. "But now it's time to get organized, and that means joining TDU!"

Most Teamsters agreed and joined TDU on the spot. They elected a provisional steering committee and are planning meetings across southern Ontario. They are also circulating a petition calling on the local to abandon plans for a mail-in (to the union hall) ballot for steward elections at the Lambeth terminal.



Carhaul News

Casual Driveaway Violations Challenged.

Carhaul members around the country continue to report problems with the use of yard casuals. Hoffa has been notified of this problem numerous times. One letter, from James R. Osborn of Local 79 in Tampa, Fla., hits the nail on the head: "I see the casuals taking out our city (8 mile) trips and they are taking out the small and mid-size units. This leaves all the larger units for us, which drops our loads down to 6-7 units versus the average 8-9 unit load. The company is using casuals to shuttle drivers around (this is a bid position).

"At first glance, it appears that the company is acting in good faith by bringing in 'union' casuals. Yet the purpose of the casuals was to handle the excess freight, not to take what is contractually ours. The company has found a creative loophole in which to form a double-breasting operation using our union people and watching as we cut our own throats. If this practice is implemented in other terminals it could have a severe impact on Teamster carhaulers across the nation. It could completely alter the carhauling industry, as we know it. Worse, it would undermine the Work Preservation Agreement which we have fought for years to preserve."

Hoffa has not responded to this letter, or others regarding the same subject.

Canadian Company Buys Hadley Auto Transport.

Toronto investment company Onex Corp. has purchased Hadley Auto Transport, a long-time family owned West Coast carrier. Industry publications state that Onex has a "diversified portfolio" — in sugar production, a movie studio and the airline food service company SkyChefs.

Seattle WTO Protests

Teamsters Help Make History

Mike Brannan, a long-time TDU member and new staff member at Seattle Local 174, wrote us about his experience as a Teamster protesting the World Trade Organization. Teamsters joined with the rest of labor and a coalition of environmental groups, community and religious organizations, students and others to make history in Seattle, demonstrating for worker and environmental protections over corporate greed.

It was quite a week in Seattle, as one of the largest and most effective displays of civil disobedience in at least the last 30 years in the United States unfolded. We literally shut down the powers of corporate greed with our voices, our solidarity and our bodies in the streets.

The week of the WTO meetings was my first week in a new city working for one of the most progressive locals in the country, Teamster Local 174.

All of us felt that it would be an eventful week, but I don't think anybody had any idea of the magnitude of the demonstrations and the impact that they would have around the world. It was a very empowering experience to be surrounded by thousands of demonstrators from all kinds of progressive, religious, social, labor and other groups, all united against corporate greed as personified by the WTO.

WTO Shut Down

I was downtown on the afternoon and night of Tuesday, Nov. 30 after the WTO had been effectively shut down for the day by direct action. There were thousands of protesters in the streets, shutting down block after block of downtown Seattle with peaceful, nonviolent protest. The kind of solidarity that all of us dream of was in the air as people sang, chanted, played music and stood up to the WTO. Local 174's tractor-trailer rig was parked in the middle of it all through the day and night, cranking out music and showing the world that this was labor's cause, too.



Tuesday night the city declared a state of emergency. Downtown Seattle, where the WTO was meeting, was declared a no-protest zone, under virtual martial law.

On Wednesday the police really overstepped their bounds. After a rally on the waterfront sponsored by the Steelworkers union, a group of a few hundred demonstrators, many of them union members incensed over the loss of free speech rights, tried to march into the "no protest zone" downtown. The police opened up on them with gas and rubber bullets, eventually driving them back. Local 174 business agents were present, along with principal officer Bob Hasegawa. Local 174 organizer Rob Hickey was arrested outside the King County Labor Temple that night as he stood on the sidewalk.

Later that night, in the Capitol Hill neighborhood just north of downtown, police tear gassed and pepper sprayed innocent bystanders. This enraged the local residents and they took to the streets by the hundreds. Local 174 staff director Steve Williamson, wearing Teamster colors, called a street meeting and discussed with the people what was going on and how we should respond in a non-violent way. The residents appreciated the leadership that we provided. I grabbed a bullhorn and led the neighborhood in some chants. Later the police opened up on us with rubber bullets and gas as Steve, a Seattle City Councilman and I approached their line waving a flag of truce.

The events of Wednesday gave the coalition leverage to negotiate with the mayor and the powers that be to allow for more marches. These occurred peacefully on Thursday and Friday. The Friday march included all the coalition groups and started at the labor temple and proceeded (with police escort) into the forbidden "no protest zone"

This march was thousands of people

strong, and it felt like victory as we retook the streets in a tremendous showing of nonviolent solidarity.

Teamster Solidarity

On Friday night some Teamster co-workers and I took food and coffee to the vigil/protest at the King County jail. There had been over 600 arrests during the demonstrations. We set up a table and had it stocked with food for over four hours. The people were grateful to the Teamsters, and thanked us repeatedly. It was a small but great moment, like so many during the week where solidarity ruled and I was so proud to be in the labor movement.

Hoffa's Spin

It is interesting, now, to see the official Teamster's spin on WTO week. The *Teamster* magazine would have you believe that Jim Hoffa was the center of attention. In actuality he was one of many speakers at the labor rally, and he left town just when things were getting interesting. It was rank and file members and reform leaders who were in the streets when the going got tough. Our International and Joint Council leadership never took a position or offered to help when the rights of all citizens were being violated in the city of Seattle. Just goes to show that it will always be the movement from the bottom that will make real change in the world, but you can count on guys like Hoffa to be there for the photo opportunity.

One thing I know, the people who were here felt like they were watching the birth of something new, something global — a worldwide coalition of environmental, human rights, labor, religious, students and other groups coming together and actually caring about and supporting one another's causes. We all finally realized that this is what it takes to defeat the power of the corporate interests.

Labor, including the Teamsters, mostly in the form of rank and file members and reformers, played a big role and helped to make history in Seattle.

What is the WTO?

The World Trade Organization was established in 1994 to administer the world-wide multilateral trade agreement previously known as the General Agreement on Tariffs and Trade (GATT). Currently 135 nations have signed the agreement.

The most important center of the authority is the Dispute Settlement Body, which sets up panels to decide who is right or wrong and who can impose trade sanctions against whom. Panel members must be people with governmental, academic or business experience in international trade; in other words, not labor leaders or environmental advocates.

The WTO's supporters present the WTO as the natural and inevitable outcome of growing globalization, itself a virtual force of nature.

In reality, the WTO is about power: the power of transnational corporations versus the power of governments, trade unions and popular organizations of all kinds. The WTO's rules do not govern the conduct of corporations in the business of international trade. Rather, they are aimed at limiting the power of nations to regulate transnational corporations, to foster or regulate domestic industries, or to set standards for the environment, labor, or food safety.

The WTO is anything but natural or inevitable. The fact is, it has been very difficult for the economic powers-that-be to achieve it. The "Uruguay Round" of GATT negotiations that produced WTO took eight years and broke down several times. At its founding, it remained an unfinished product torn by conflicting economic interests as well as competing corporations.

This reality affects us in the U.S. as the free trade regime encourages businesses to close old facilities and move work abroad in search of lower costs. This gives the employers the added power of the threat to move away. So, our unions make concessions in the hopes of saving jobs.

It also hurts us because our state and local governments give huge tax breaks to businesses to attract them or just keep them here.

Cheaper and cheaper imports produced by transnational corporations operating all over the world are also a problem for working people everywhere. Imported goods as a percentage of world production rose from 7 percent in 1950 to about 20 percent today.

All working people get hurt. The inclusion of "non-tariff barriers" to trade or investment allows the WTO to rule against most labor standards, industry regulations, health and safety laws, and environmental protections when they are challenged by a member nation.

(Excerpted from an article by Kim Moody in *Labor Notes*, Feb. 2000.)

N.Y. Public Workers Gear Up for Contract Campaign

Thousands of Local 237 Teamsters who work for public agencies in New York City and Long Island are gearing up for contract negotiations, and they are hungry for results after being forced to swallow wage freezes in the last round of bargaining.

Membership unrest even has Local 237

President Carroll Haynes talking tough. Haynes championed the wage freezes, but now he says that, "We expect City Hall will make up for the ground we lost in the last contract with two zeroes."

Many members remain suspicious. They remember Haynes' talking tough

before the last negotiations, and then selling the wage freezes as "The best you're going to get."

This time around members aren't waiting passively to see what their officials bring back from the negotiating table. Instead they are organizing their co-workers to push for good contracts.

Members' Newsletter

As part of this campaign, the Rank & File Action Committee, a reform group of Local 237 members, is launching a newsletter to inform members about their rights, to provide updates on bargaining, and to generate discussion about what members want and what it will take to win their demands.

"The newsletter means that members won't be kept in the dark," said school safety agent Miguel Aponte.

The first issue of the newsletter, called "Rank & File Action," puts out the Committee's platform of contract priorities for discussion, including:

- **Major wage increases** that include compensation for the wage freezes from the last contract
- **Penalties if management does not come to terms on time.** Public employee contracts routinely take years to negotiate. Under New York law, public workers are entitled to interest on their retroactive pay, but 237 officials routinely bargain this away.
- **Grievance justice and stronger workplace rights.** Many public agencies want workers to pay for their own increases through givebacks on work rules that would increase workloads (what management calls

"productivity increases").

- **An end to workfare**, a program that agencies are using to undermine the union by "employing" welfare recipients who are not paid for their labor. The committee calls on agencies to hire these workers at full union wages and benefits if they want to create job opportunities.

These demands won't be won without membership mobilization. The Rank & File Action Committee calls on Local 237 officials to involve members in the bargaining process through elected bargaining committees, and a Contract Action Team that mobilizes the members.

"We'll support our union officials in any actions they take to really fight for good contracts," said George Palm, who works for the New York City Housing Authority. "But we're not going to sit around and wait. We are building a network that is informing the members and bringing together those members willing to take action to win better contracts."

Local 237 members can contact the Rank & File Action Committee at 212-946-5266 or via email at:

L237Action@aol.com

International Blaming Activists

Legal Moves, More Delays at Northwest Airlines

At the first sign that flight attendants might reactivate their contract campaign, Northwest Airlines filed two bogus lawsuits. When both sides met on Dec. 7 for the first time since the contract rejection in August, the company said the union's proposal was unrealistic and refused to consider it. The National Mediation Board (NMB) sided with the company and canceled further talks.

Angry flight attendants picketed in mid-December and sent letters to the NMB and President Clinton in protest. Northwest then pulled its legal attack.

The company filed a lawsuit charging the local union, officers and contract campaign leaders with organizing a sick-out over the holidays. A judge imposed a temporary restraining order on the union, barring anyone from disrupting normal operations at Northwest until the hearing, set for Feb. 15. The judge also ordered parties to resume bargaining.

Despite the company holding many interviews with members who called in sick, not one even hinted that the union had anything to do with their absence.

A second lawsuit is attempting to limit members' free speech rights on the Internet.

Hoffa Blaming Activists

The company's attack is bad enough. Worse, Local 2000 officers who backed the rejected contract, along with the International, are blaming rank and file activists for the company's legal attack!

On Jan. 25 in the Minneapolis *Star Tribune*, Local 2000 President Billie Davenport asserted, "I don't want this union to run on the voices of a small minority ... Don't think that what 300-400 members are screaming for is what 11,000 members want." Some officials seem desperate to make the 70 percent contract rejection just a bad dream. Rather than turn the members' will into a constructive and winning fight, Hoffa's "sell short and vote till you get it right" methods seem to be taking hold.

As *Convoy* goes to press, the union gave a full but pared-down proposal to the NMB and both sides are scheduled to meet Feb. 4.

New Hampshire Teamsters Stick Together

Associated Grocers in Manchester, N.H., thought they could run roughshod over their workforce in a productivity push. But Teamster rank and file solidarity could put the brakes on the company's speed-up drive.

Without negotiating with the union, AG began implementing production standards and disciplining members for not making production. Fed up with management's violations, a group of members asked driver Paul Charpentier to bid for an inside job and run for shop steward.

Wise to the problem an aggressive steward would pose, management fired Charpentier the day after he was elected. Their excuse? With 27 years on the job and a sparkling personnel file, Charpentier

was fired for going home sick.

Charpentier filed a grievance over his firing. (His case has since gone to arbitration.) But he didn't just look out for himself. With the help of other Local 633 TDU members, Charpentier organized some rank-and-file action to support his brothers and sisters at AG.

As AG Teamster Paul Tremblay tells the story, "The company had been cracking down on us. They claimed that their production standards would be fair, but we didn't believe them. We felt helpless. Then one day as we drove into work, we were greeted by a group of TDU members, supporting us and handing out informative leaflets. It was heartening to know that these people cared

and were willing to help."

Charpentier hatched the idea for the TDU delegation along with CF steward Dan O'Neil, who was joined by a dozen other 633 members from CF and UPS.

"Our goal is to put the TEAM back in Teamsters," O'Neil said. "We've got to stick together to win respect from the employers."

Rank and file action has slowly started to get results. AG management stopped holding selectors to the illegally implemented standards. Local 633 called a shop meeting to discuss members' concerns.

There will be no quick, easy victory at AG. Management has brought in a team of engineers to do time studies to justify their standards. Teamster engineers will be doing studies of their own. But the ultimate responsibility for enforcing fair work rules on the shop floor will come down to AG workers, not outside "experts."

"Thanks to TDU, we have information about our rights and resources to enforce those rights," Tremblay said. Now it's up to us to build the unity we'll need to strengthen our union and improve our working conditions."

TDU Meets

Baltimore/Washington, D.C. TDU

Third Sunday every odd month
Sunday, March 19, 2 p.m.
Location to be announced
For information call 301-317-4030

Chicagoland TDU

1st Sunday every even month
Sunday, Feb. 6, 2:30 p.m.
UNITE Hall, 333 South Ashland
Corner of Ashland and Van Buren
For information call 773-486-3831

Minnesota TDU

Sunday, Feb. 13, 1:30 p.m.
Broadway Pizza
Broadway and West River Rd.
Minneapolis
For information call 612-825-7883

Northern California TDU

Saturday, March 18, 10 a.m.
Dimond Branch
Oakland Public Library
Fruitvale and MacArthur
For information call 707-426-5310

Southern California TDU

Sunday, Feb. 6, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562-694-5831
or 760-951-4949

Wisconsin Badger State TDU

Saturday, Feb. 5, 10:30 a.m.
Sue's Bayview Bandwagon
2463 South St. Clair, Milwaukee
For information call 414-483-2652

Youngstown, Ohio TDU

Saturday, Feb. 26, 1 p.m.
Geneva Country Kitchen
1741 Route 534 and I-90
Geneva, Ohio
For information call 330-797-1541

TDU Convention 2000!

Nov. 3-5

Sheraton Airport Cleveland

Plan now to attend!

Key Opportunities Missed at Kroger

Hilbish and Hoffa Talk Tough, Do Nothing, Blame Someone Else

Rather than take on Kroger over its union busting in Arizona, Warehouse Division Director Ken Hilbish is focusing all his fire power on one person: Tom Leedham. The latest attack appears in the January/February issue of the *Teamster Magazine*.

This sad episode is one more instance of Hoffa talking tough, backing off (of management) and blaming someone else. Of course that "someone else" is often the same person who garnered 40 percent of the vote against Hoffa in a three-way race: Tom Leedham.

Two recent developments have shown the truth in what Leedham and others have said for some time — that Hilbish/Hoffa have no intention of taking on Kroger.

In December, the NLRB issued a complaint against Kroger and CSI, charging that they refused to bargain with Local 104 and coerced employees. This was an opportunity to expand the battlefield. Andy Marshall, head of Local 104 was quoted to this effect in the *Arizona Republic*: "The complaint gives Local 104 the power to expand its picket lines to any Kroger grocery warehouse that is a union shop. Such a

move could shut down Kroger warehouses all over the county during the crucial holiday shopping season."

Also in December, Kroger got negative press coverage when two top executives jumped ship, Kroger stock took a dive, and the merger with Fred Meyer was called "problematic."

The IBT did not extend picket lines in December, or in January. Not in Cincinnati, where Kroger is headquartered. Not in Detroit, where Hoffa's friend Larry Brennan runs Local 337. And certainly not in Hilbish's home Local 528, since the contracts he negotiated with CSI and Ruan specifically prohibit any kind of support activity.

Instead they told members in one small city — Portland, Ore. — to take on the fight single-handedly. When the Oregon Joint Council requested that a national campaign be put in place and that legal protection be provided by the IBT, Hilbish refused.

So far, Hoffa has backed out of fights against UPS, Northwest Airlines, Anheuser Busch, Allied Systems, Super-Valu, Central Cartage and Iowa Beef.

Kroger is another example.

Where's the power? Now we know: it's being used to attack reform in our union, not to take on the employers. How many more examples do we need to see? Now is the time to take steps to stop Hoffa's pro-management, anti-

reform campaign. We can do that by building TDU and preparing for the 2001 IBT convention and election.

Editor's Note: As we go to press the NLRB is moving on its complaint against Kroger and there may be a settlement reached soon.

Hoffa's 'Anti-Corruption' Plan:

Real Reform or Phoney PR?

James Hoffa has launched an expensive program regarding corruption and undemocratic practices in our union. Millions of dues dollars are being spent and countless press releases and photo ops are pumping it up.

Is it a sincere effort to rid our union of undemocratic practices, or is it just a PR effort to help Hoffa's campaign to end impartial supervision of our delegate and International Union elections?

Time will tell, and soon. The plan calls for a first draft of a "Code of Ethics" for Teamsters and Teamster officials to be issued by April 15. The code is supposed to be finalized in August and in effect by early 2001.

Proposals to be Submitted

Teamster reformers are going to participate in the process by submitting detailed proposals that are essential to any meaningful code of ethics that will make our union stronger and more democratic.

These proposals will take up elimination of multiple salaries and pensions; election of stewards and bargaining committees; fair local union elections including mail-in, impartially conducted balloting; secret ballot voting on any merger of locals; and more.

It is the TDU movement that first proposed a code of ethics and has worked long and hard to win pieces of it. Many of those officers presently running our union ridiculed the idea, and instead suggested that TDU needs to be destroyed.

Real or Phoney?

Hoffa claims he is sincere in wanting to make real changes. He has hired outside attorneys, investigators, PR people, and even a corporate consulting firm called the Ethics Resource Center.

At the same time Hoffa waves the anti-corruption banner, he is pushing for the dismantling of the Independent Review Board (IRB), which brings charges against corrupt officials, and for the elimination of independent supervision of elections for International officers and convention delegates.

No wonder members question whether Hoffa's "anti-corruption" program is for real, or if it is just window dressing for his political drive to remove independent

safeguards of members' rights.

Hoffa got off to a bad start when he appointed a task force to approve the code of ethics. Members were promised a "representative cross section of Teamsters" but were given the opposite.

With few exceptions, those on Hoffa's 21-member task force would be just as comfortable on the Hoffa Campaign Committee. Three have been his running mates for IBT office. Ten others (half the committee!) are stand-ins for various International vice presidents, such as their hired business agents, nominators or loyal supporters. A few others are key Hoffa campaigners and fund raisers. Few have been independent of Hoffa, and only one is an open supporter of Tom Leedham. It's not a very representative group of Teamsters.

Also, Hoffa's actions belie his promises. He just gave his blessings to the money laundering of his running mate, J.D. Potter. He gave a slap on the wrist to another running mate, Tom O'Donnell, who signed false documents in a campaign cover up, something others have been indicted for. And he continues to take punitive action against reformers. (See articles this page and back page.)

Under these circumstances, who can blame members for fearing that Hoffa's Code of Ethics could end up being a mountain of nice-sounding proposals with no bite. The danger is that at the end of this process we will wind up with nothing to show for the millions of dues dollars but a bunch of hollow generalities being marketed by an army of PR consultants with no union experience.

Members deserve a real Code of Ethics, not toothless proposals that do nothing to eliminate \$200,000 multiple salaries, prohibit politically-motivated trusteeships or empower the rank and file in bargaining and in their local unions.

Your Comments Welcome

Teamster reformers will be working for the best, and preparing for the worst. If you have comments, questions or specific proposals that you would like to see submitted, contact TDU. We will continue to work for the strongest possible Code of Ethics and an independent enforcement mechanism to back it up.

Hoffa on Corruption

Talk vs. Action

J.D. Potter, Hoffa's Southern Region running mate in the 1998 election, laundered contributions to Hoffa's last election campaign, then lied to the election officer about the source of the contributions. His actions caused the election for Southern Region Vice President to be rerun.

Pretty serious violations, one might think. The Independent Review Board (IRB) thought so, but not James Hoffa. On Nov. 2 Hoffa dismissed all charges against Potter.

Hoffa's Vice President at Large Tom O'Donnell also got into trouble with the IRB during the last election. He was charged for intentionally lying on financial reports to the Election Officer to cover up the fact that he had hired a convicted felon as his campaign coordinator. On Nov. 1 General Secretary Tom Keegel

finned O'Donnell \$6,500 as penalty for the violation. This from a man who took home \$167,176 from his local in 1998, and now makes an additional salary as International VP.

Is this part of Hoffa's "bold anti-corruption plan"?

Both decisions are under review by the IRB.

Hoffa's Detroit mentor, Local 337 president Larry Brennan, has been ordered to act on charges of corruption in his local. The IRB charged BA Robert Holmes with entering into sham collective bargaining agreements with employers, and a local member was charged for refusing to appear before the IRB. Brennan held hearings on the matters on Aug. 6, but then did nothing. On Nov. 15 the IRB ordered Brennan to act within 10 days.

Members Fight Local 556 Trusteeship

The struggle by Local 556 members to restore democracy to their local continues. Members will have their day in federal court on June 26 when a judge will open the trial of Local 556 Teamsters who are suing the International Union to end the wrongful trusteeship of their local.

Members are preparing to seek an injunction to reinstate their democratically elected chief shop steward, Maria Martinez, who was removed from her position

by Local 556 Trustee Al Hobart.

Hobart has admitted under oath that he lied to the members about the reasons that he had removed Martinez, and that his real motives were political, saying that Martinez is not a "team player."

In addition to being the first democratically elected chief shop steward in Local 556, Martinez was a rank-and-file leader during last summer's 1,300-member strike at IBP and a national TDU leader

Playing Politics with Members' Magazine

Your dues money pays for the *Teamster* magazine. You are entitled to read the truth about Teamster struggles and issues. Instead, Hoffa is using our magazine to print one-sided propaganda. Even worse, our dues money is being used to print outright distortions and personal attacks. Members want a magazine of and for working Teamsters, not member-funded PR for Hoffa and his political agenda.

Here's what the members have to say about Hoffa's magazine:

Anheuser-Busch All But Forgotten



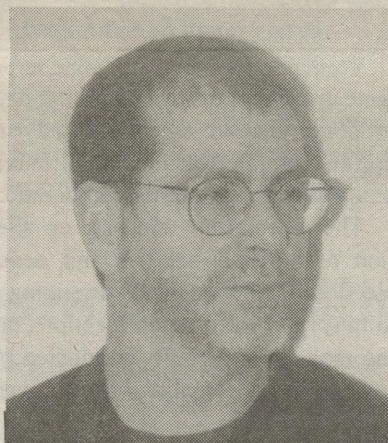
"First Hoffa forced us to vote on the same agreement that we rejected two times before. Then the *Teamster* magazine calls it a big victory. We lost past practice and subcontracting protection, and more. He managed to make a bad contract even worse by extending it another year. We still have six supplements open because our largest locals voted them down and we have no idea what's going on."

Jack Patton, brewery worker
Syracuse, N.Y., Local 1149

Personal Attack

"Hoffa had no plan to support striking Kroger Teamsters in Arizona. Out of dozens of Kroger warehouses around the country he played politics and targeted only our Fred Meyer warehouse for a sympathy strike. Portland Fred Meyer Teamsters have won several major strikes against the company and have always supported other unions. Hoffa's actions wouldn't have affected the company or helped our striking brothers and sisters in Arizona. Instead of developing a plan to win, Hoffa used the members' futures just so he could attack Tom Leedham in mass mailings and the *Teamster* magazine."

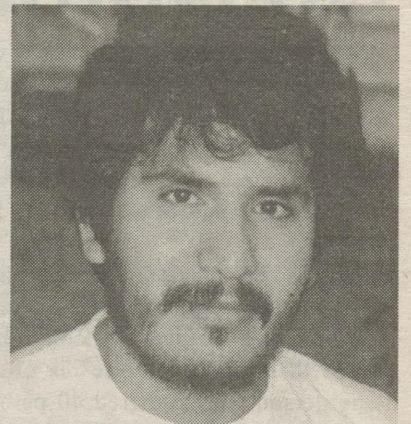
Tom Pearson, Fred Meyer grocery warehouse
Portland, Ore., Local 206



IBP Sellout

"Our strike against Iowa Beef last summer was the largest in the Teamsters since the UPS strike. But Hoffa's magazine never mentioned it once. I guess if members' struggles are kept in the dark, it's easier to sell them out."

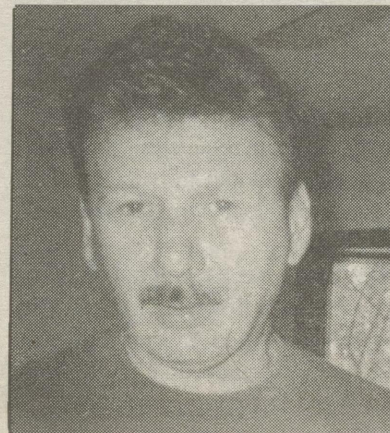
Ranulfo Gutierrez, meatpacker
Pasco, Wash., Local 556



UPS Jobs Give-Away

"While UPS was subcontracting hundreds of our loads to nonunion outfits, our *Teamster* magazine ran an article bragging about new feeder jobs. Those jobs were from normal expansion of UPS business. Rather than 'spin' away our problems, our union should be taking on the company."

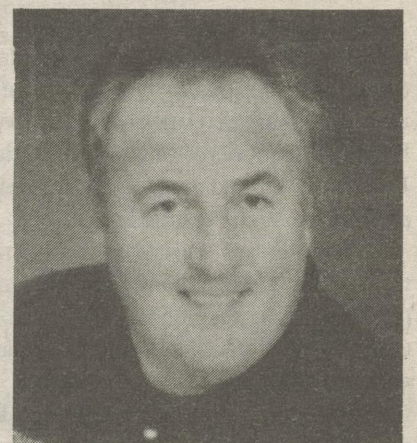
Bill Heady, feeder driver
Edison, N.J., Local 177



Campaigning with Your Dues

"The magazine has turned into one long Hoffa campaign brochure. Enough with the Hoffa photos and one-sided attacks on Teamster leaders who support reform. The election ended in 1998. It's time for Hoffa to stop campaigning and start leading."

Mike Schaffer, Roadway driver
Youngstown, Ohio, Local 377



SuperValu Give-Backs

"The International gave a green light to locals to negotiate givebacks with SuperValu that cut mileage rates for new work. The *Teamster* magazine celebrated it as some bold new strategy! But when Teamsters here in the Northwest used the threat of strike to beat that two-tier pay deal, the magazine didn't say a peep. I guess the truth would be too embarrassing for Hoffa and Ken Hilbish, who accepted the two-tier deal."

Glenn Cisco, SuperValu driver
Tacoma, Wash., Local 313

